

# On Course



## NAVY PERSONNEL COMMAND Bureau of Naval Personnel

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### Perform to Serve program adds new option, new requirement

by JO1 Teresa J. Frith, NPC Communications Office

The Perform to Serve program (PTS) has expanded to include two significant program changes: a new "conversion only" option and a requirement to include ASVAB scores to go along with a conversion-only application. The PTS program is a force-shaping tool that started in February 2003. All first-term Sailors in CREO ratings 2 and 3 with End of Active Obligated Service (EAOS) must submit a request for permission to reenlist before they can negotiate transfer orders with their detailers.

Beginning with applications submitted or changed in January 2004, Sailors may request to be considered for conversion-only to another rating. Those who take this option forfeit the opportunity to reenlist in their current rating.

"This new option is making things better for the Sailor who doesn't want to stay in their current rating," said NCCM(SW) Randy Miller, PTS Program Administrator/Senior Navy Counselor at the NPC Center for Career Development. "Before, even if they wanted to convert, they were stacked with their own rating community. Now they can be immediately considered for conversion to the new rating."

Sailors wishing to be con-

sidered for conversion can give three choices of a new rating. Out of all the approved conversions to date, the top three ratings Sailors chose were Master At Arms, Hospital Corpsman and Information Systems Technician. Sailors can ask for consideration for conversion into either CREO 1 or 2 ratings.

Sailors who submit for a conversion only package must also send in their ASVAB scores. If a Sailor's current scores aren't high enough for the desired conversion, they must retake the test and receive a score within the new rating's requirements.

"Retaking ASVABs is a good thing! Our research indicates Sailor's exposure to the fleet has given them the edge at improving their original test scores," said CAPT Chris Arendt, Director of Enlisted Plans and Policy at the Bureau of Naval Personnel in Washington, D.C.

"Applications are reviewed up to six cycles depending on when the Sailor submits their application," said Miller. "For example, if a Sailor submits their application 12 months prior to their EAOS, then they get the maximum number of

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### News You Can Use

**Clark views Sea Warrior as an enabler for Sea Power 21 Vision**

**CNP Zone A reenlistment quick poll results**

**Navy seeks Sailor participation in 5 Vector Model Test**

**Navy declares Sea Swap successful**

**Web-based System helps commands, Sailors track physical fitness performance**

**A gray matter-Is USS Cole a runaway for a new Navy uniform?**

**EBACS upgrade schedule update**

**JASS on track for the fleet**

**Goodbye Rosie Roads**

### Recent NAVADMINS

**008/04** Good News You Can Use Update

**007/04** CNP Monthly Update for December

**005/04** National African American History Month

**003/04** Resumption of Anthrax Shots for Navy Personnel

**326/03** Support for RTC Recruit Division Sponsors

**321/03** Assignment Incentive Pay (AIP) Pilot Expansion

**318/03** Detailing Window

**317/03** REGA and Career Reenlistment Objectives

**316/03** PTS Program Expansion

**305/03** Inactive Reserve Advancement Test Info

# Manpower, Personnel and Training Course offered in Millington

by Don Woody, PERS-0151, Training and Education Division

When the CNO took office in 2000, he established "Manpower" as his number one priority. His leadership over the last four years has resulted in dynamic changes to the Manpower, Personnel, and Training (MPT) processes. Many of you who work at NPC were directly involved in developing and carrying out these policies. It is likely that we will continue to see and implement rapid changes in the MPT arena.

*Sea Power 21* is CNO's road map to the future and *Sea Warrior* underpins that strategy. To put it simply, *Sea Warrior* is the integration of the MPT processes. *Sea Warrior* will have enduring and far-reaching influence on everyone in the

Navy. In August 2003, CNO said that after success in the war on terrorism, he wants *Sea Warrior* to be his lasting legacy. As the Navy's human resource "experts," we should be able to respond to questions regarding these changes from those we serve or lead as well as understand its individual impact. As important as it is, it is difficult to keep track of all these changes and even harder to understand the inter-related impact these changes may have on what we do here at NPC.

To fill this need, NPC has developed a two-day MPT course that is updated as these changes occur. The course is designed to provide you a working knowledge of how the MPT system works, its relationship with the Planning, Programming & Budgeting system, and how you can influence the process. The course

also covers recent changes to law affecting civilian personnel, how sea and shore manpower requirements are determined (as well as proposed changes), and the benefit to the Navy that *Sea Warrior* is designed to offer. The course is useful to anyone who develops or carries out manpower or personnel policies, or manages Navy human resources.

The course is offered at most Fleet Concentration Areas as well as eight times a year in Millington. All Department of Defense personnel are invited to take this course at no cost to your organization. It is particularly useful for senior enlisted, civil servants, and Lieutenants & above. All students who attend this course are given a desk reference and a reference CD. To reserve a seat, call Mr. Ralph Diecker at 901-874-4997.

## ... PTS adds options (continued from page 1)

looks. If they wait until they have only seven months left, then they will only get one review opportunity. If a Sailor gives three choices, then it's like having 18 chances since they are considered for conversion in all three at the same time."

As of December 31, 2003, 21,000 Sailors have submitted PTS applications. Out of those, over 15,000 Sailors were approved for in-rate reenlistment and 2,800 for conversions. The remaining Sailors were either still awaiting a decision, or were not approved for reenlistment.

Sailors requesting reenlistment are evaluated and ranked based on their CO's recommendation for retention and advancement; paygrade; if they are in a frocked status; whether or not they passed the most recent advancement exam; if they hold a critical NEC; and their last two regular periodic promotion recommendations (i.e. MP, EP, etc). Statuses of requests are sent monthly to the command's retention team via message and are usually provided within 30 days of submission.

"PTS is helping the Navy retain Sailors from overmanned ratings who we can cross-train into a new field. This helps us properly shape the Navy while en-

## Talking Points:LINK-Perspective goes electronic-only in May

- *LINK-Perspective* is the career bulletin of the Navy for both officers and enlisted Sailors.
- Its mission is to provide critical access to policy changes, reassignment trends, emerging developments in each Sailor's career field, as well as offer news and features from Detailers.
- *LINK-Perspective* comes out quarterly and is available online at <http://bupers.navy.mil/http://www.bupers.navy.mil/periodicals/link-perspective/Link-Perspective.htm>
- Starting with the January 2004 issue, there are some exciting changes. In

response to the needs of commands with smaller bandwidths, the new online version is available in two, easier to download versions. One is a no-frills text only edition .html file, and the other is a lower resolution .pdf file with text and photos.

abling the Sailor increased opportunity and a Navy job in a new career field. This is a win-win for both the Sailor and the Navy!" said Arendt.

The complete PTS application requirements, which are published in a series of NAVADMINs, are available on the PTS Homepage at [www.staynavy.navy.mil](http://www.staynavy.navy.mil) or call the Navy Personnel Command Customer Service Center at 1-866-U-ASK-NPC.

**For PTS talking points, click [here](#).**

- In May 2004, *LINK-Perspective* will not be printed, but will be distributed electronically, giving us a web-based publication with up-to-date information on changes that are impacting Sailor's careers.
- As always, the most recent issue of *LINK-Perspective* will be distributed via BUPERS CD Rom to the fleet, which will provide copies to those commands with limited bandwidth.
- The online magazine offers several benefits, including interactive links and instant access to NAVADMIN messages, websites and instructions referenced in the articles, instead of having to look them up in a hard copy form.
- The move to an online publication will also save the Navy money that can be used to fund other important Navy programs and policies.